



[Team] Field Work Bill of Rights

While doing field work with the [Team] team¹, you will be afforded the rights outlined below. These rights apply to all field participants, regardless of an individual's race, color, sex, national origin, religion, age, disability, sexual orientation, status as a parent, pregnancy or breastfeeding status, physical abilities, genetic information, or gender identity. The [Team] team will do everything in its power to support your rights.

Right to safety. Field leadership will provide a Field Safety Plan for each field site in advance of the expedition. You will have time to review the Safety Plan and pose questions to field leadership in advance of the trip. If at any time you do not feel safe, as a field participant, you have a right to refuse or **stop work when you deem conditions unsafe**².

Right to medical care. You have the right to attend to your medical needs and to seek medical assistance as needed.

Right to Communication. As a field participant, you can expect to have daily communications with field leadership. You have a right, and are encouraged, to ask questions if you are confused about anything that field leadership discusses in daily briefings. You can expect constructive responses to any questions you may have in regards to your fieldwork, safety, and your science.

While cell service is often unpredictable in the field, you can expect to be able to contact your home support network (partner, parent, friend, etc.) as soon as it is safe and practical. If there is an emergency in the field, or an emergency at home while you are in the field, field leads will do all they can to ensure timely communication with your support network.

Right to respect, dignity, and professionalism. You have the right to a working environment free from harassment. (Harassment is defined as any course of conduct, verbal, visual, or physical, that is unwelcome, causing annoyance, intimidation, alarm, or fear. It is identified by the teammate or teammates that are experiencing the behavior, not the person exhibiting the behavior.) You have the right to request reasonable accommodation of any disability or medical condition that may interfere with the performance of essential functions of your job³. You will only be asked to perform tasks that are within your physical abilities.

Right to access expedition resources. All team members will have equal access to informational and safety documents pertaining to the expedition. Physical copies of important documents will be made available to participants for reference in the field.

¹ This Code of Conduct document is developed collaboratively between leadership and field participants within the [Goddard Instrument Field Team](#) and the [SSERVI](#) Teams [GEODES](#) and [RISE2](#).

² NPR 8715.1A states that anyone can "Stop any work or activity which may put an employee or member of the public in imminent danger."

³ NPR 3713.1C covers procedures for requesting reasonable accommodation.

Right to privacy. All team members have the right to access private space as needed. In many cases, space constraints require lodging to be shared with another person or small group, but other arrangements can be made to create temporary privacy if needed. Personal communications and notes will be respected as such.

All team members have the right to privacy when using the bathroom. In some field situations, the use of indoor bathrooms is not possible. and care will be taken to respect the privacy of team members outdoors.

Right to response in cases of misconduct. Field leadership will take all reports of misconduct seriously. Field leadership will respect victims' wishes regarding anonymity throughout the reporting process, with the exception of those who are mandated reporters⁴. Please see the Code of Conduct for more information on suggested/optional points of contact and notes on mandatory reporting status.

Right to rest. While field work often requires longer than average work hours, field leadership will work to ensure everyone gets ample time for rest. You can expect not to work more than 12 hours a day, to have a solid 8 hours for sleeping, and to have time for meals and breaks when needed throughout the work day. Most field work will have a rest day due to inclement weather. At a minimum, participants will have an option to take a rest day for every seven working days⁵.

All team members have the right to take a rest day if they are physically or mentally exhausted, as long as doing so does not infringe on the safety or wellbeing of other team members. A team member taking a rest day does not preclude other team members from continuing to work.

Right to data access. You have a right to data access and privacy, consistent with the Rules of the Road for the team. Any team member that independently collects data for their own project during a field campaign has the right to be consulted before those data are shared with other team members not associated with or participating in that project. Team members and local knowledge holders who are engaged in the project have the right to be included. All team members associated with data collection have the right to be notified of the data usage before submitting the publication.

Statement of context: This is a sample copy of a working document. We revise field documentation regularly and tailor it to meet the needs of each trip and team. Page last updated: February 2022.

⁴ A mandated reporter is someone who is required by their institution and/or the law to report instances of gender-based harassment to the appropriate office (i.e. Title IX office.) Conversations with these individuals are considered non-confidential.

⁵ NPR 1800.1 guarantees your right to a workday no longer than 12 hours without an 8 hour break and a work week no longer than 7 days without a day off.

Acknowledgements: Our Field Bill of Rights is inspired by a similar document from Association of Polar Early Career Scientists ([APECS](#)).